

Date: September 9, 2021

Time: 8:00 – 9:00pm

Location: Remote Participation, via Zoom

Agenda

1. **Zoom Protocols (2 mins)**
2. **Review of Mission Statement and Group Meeting Protocols (3 mins)**
3. **Introductions and Check-In (20 - 30 mins)**
4. **Review of June Minutes (5 mins)**
5. **Discussion about Ideas for Projects / Activities / Focus for DTG for 2021-2022 (20-30 mins)**

Minutes:

In attendance: Rebecca Gruber, Drake Pusey, Mona Mandal, Jagat Adhiya, Kelley Eversole, Shafaq Islam, Laura Kiesel, Stephanie Ettinger de Cuba, Sarah McKinnon

Zoom protocols and meeting norms were communicated.

Introductions by the participants with status updates and their feelings around doing diversity work in Town as we enter the 18th month of the Pandemic.

Discussion about what could DTG do:

- A place where people come together and talk; ideas percolate. Not necessarily a “doing” group.
- Envision Arlington wants greater visibility and more cohesion amongst its task groups.
- DTG could be the group to create a vision of what outreach could be.
- Be an incubation space.
- DTG membership, unlike other Town committees, is not appointed. This is the only space where people can just talk.
- Get people to engage on issues, rather than have ownership.
- In the past, have brought events, co-sponsorship, etc. that people have been motivated to work on.

- Fits a niche. Discussions with disagreeing points of view are possible. Possible to have a wide spectrum of people's interests.
- No Town organization has yet really painted a picture of what greater diversity / more diverse voices should look like. DTG can be a listening space where envisioning can happen.
- Identifying / promoting people with diverse backgrounds for appointments to Town committees
- Built to be pro-active, rather than re-active. Under Envision Arlington, so how could we use Envision Arlington's resources?
- Increase the diversity of voices in Town. Promoting a sense of diversity awareness. Providing input on diversity related topics, such as hiring, school curriculum. Engaging more with young people.
- DTG could report to AHRC with all their ideas maybe every six months.
- Would like Jillian Harvey to present to us her vision of diversity in Town. Also Julie Flaherty, APD Chief, to present to us about increasing diversity in the police force.
- How about as part of DTG's mission statement that we try to understand how to make Arlington more attractive to diverse town employees. Talk to BiPOC school teachers about how Arlington might be more attractive to more BiPOC teachers.

After the meeting, a participant emailed me these thoughts for inclusion in our meeting minutes.

- One year anniversary since the Back the Blue had come to Arlington and the SB made the decision to remove the BLM banner, and yet a year later the BLM has not been restored. Despite mails from constituents to keep the banner, the petition and a Town Meeting vote....a year later it hasn't been put up anywhere.
- Interested in trying to get more education and information out about class-related and disability-related issues. Esp in regards to housing. Concerned about terms like "workforce housing" and the myths and stereotypes they spread and being dismissed and told it's an "industry" term.

June Minutes: Motion to approve put forward and seconded; unanimous vote to accept.

To Do's:

- Rebecca to invite Carlos Morales to our October meeting to report on the work of the PCABSC.

- Kellye Eversole to pursue inviting a panel of veterans, ideally BiPOC, for our Veteran's Day meeting.
- Rebecca to invite new APS DEI Coordinator, Margaret Credle-Thomas to discuss vision and how DTG might support.
- Rebecca to invite Jillian Harvey to present to us her vision of diversity in Arlington, and to discuss how DTG might support.
- Rebecca to invite Julie Flaherty to discuss efforts to increase the diversity of the APD police force.
- Rebecca to invite her friend who is a BiPOC teacher in the APS to discuss barriers and opportunities for attracting a more diverse teaching staff. (Would like a panel of teachers for the discussion.)